

Contractor HSE performance standard

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TasNetworks acknowledges the palawa (Tasmanian Aboriginal community) as the original owners and custodians of lutruwita (Tasmania). TasNetworks, acknowledges the palawa have maintained their spiritual and cultural connection to the land and water. We pay respect to Elders past and present and all Aboriginal and Torres Strait Islander peoples.

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1. About this standard

This standard sets out TasNetworks Health, Safety and Environmental (HSE) requirements and expectations for all contractors planning, managing or performing in-field work for TasNetworks.

All contractors are required to comply with this standard unless otherwise agreed by TasNetworks (The Principal).

Any contractor delivered works that will deviate from the requirements of this standard must be risk-assessed and approved by the relevant TasNetworks Head of Function (HoF).

Subject to the terms of the individual contract between TasNetworks and a contractor, a contractor's failure to comply with the requirements of this standard or HSE legislation, may result in contract termination.

2. Scope

This standard applies to all in-field work performed by contractors on behalf of TasNetworks.

3. Common terms and definitions

Term or Acronym	Definition
Clearing	Clearing means impact, or removal of vegetation, usually involving the use of heavy machinery or mobile plant. Includes broadacre herbicide spraying
Class 1 contract	As defined in the TasNetworks Contractor HSE Management Procedure
Class 2 contract	As defined in the TasNetworks Contractor HSE Management Procedure
Class 3 contract	As defined in the TasNetworks Contractor HSE Management Procedure
Class 4 contract	As defined in the TasNetworks Contractor HSE Management Procedure
Construction work	Any work that involves the development, installation, replacement, refurbishment or upgrade of electricity infrastructure, telecommunication infrastructure or facilities including access tracks, and any other works needed to complete the job or project
Fault and emergency work	Fault jobs (asset defects) required to be completed within 7 days or as otherwise defined under <i>section 55 of the Electricity Supply Act 1995</i>
EPA	Environmental Protection Authority Tasmania
EPBC Act	<i>Environmental Protection and Biodiversity Conservation Act 1999</i>

Ground disturbing work	<p>Ground disturbing work is defined as:</p> <ul style="list-style-type: none"> • work that disturbs the ground greater than 200mm in depth; or • work that disturbs an area of ground greater than 1m²; or • work that includes the use of tracked machinery; or • any mechanical clearing work. <p>Ground disturbing work excludes pole testing and driving off road in non-tracked vehicles</p>
Important vegetation	As defined in Chapter 8A of the <i>Tasmanian Electricity Code</i> (Appendix A).
Important locations	As defined in Chapter 8A of the <i>Tasmanian Electricity Code</i> (Appendix A)
In-field work	Any TasNetworks-related work activity that requires a contractor to physically attend a work site, asset location, easement, customer premises, roadside, substation, telecommunications site or other operational location, including inspection, survey, construction, maintenance, vegetation management, environmental assessment, monitoring, audit or assurance activities.
ISO 14001	AS/NZS ISO 14001:2016 Environmental management systems
ISO 45001	AS/NZS ISO 45001:2018 Occupational health and safety management systems
Land manager	Includes definitions of both ' <i>managing authority</i> ' and ' <i>prescribed authority</i> ' as defined under the <i>National Parks and Reserves Management act 2002</i>
NRE Tas.	Department of Natural Resources and Environment Tasmania
Permit to take	Where work involves an impact on a species listed as threatened under the <i>Threatened Species Protection Act 1995</i> a permit to 'take' is required. 'Take' includes kill, injure, pursue, catch, damage, destroy and collect. A permit under the <i>Nature Conservation Act 2002</i> is also required to take any type of protected wildlife defined under the <i>Nature Conservation (Wildlife) Regulations 2021</i>
Serious safety incidents	<ul style="list-style-type: none"> • Any time emergency services are called • Injury requiring medical treatment • Where serious injury was narrowly avoided • Electric shock • Threat of verbal or physical violence • Witnessing any traumatic event or scene
Serious environmental incidents	<ul style="list-style-type: none"> • Any uncontained spill of oil, fuel, or hazardous substance • Unplanned disturbance to an Aboriginal / European heritage site • Unauthorised impact to threatened plants and animals • Spread of highly invasive weeds, pests or disease
Work site (also work area or job site)	The area in which work is to be undertaken

4. Legal requirements

4.1 Health and safety law

All contractors engaged by TasNetworks must comply with work health and safety, electrical safety and occupational licensing legislation relevant to the jurisdiction in which the work will be performed (see [Appendix A](#) for guidance). Contractors must ensure processes are in place for maintaining a current understanding of legal compliance requirements and obligations relevant to their operations.

4.2 Environmental law

All contractors engaged by TasNetworks must comply with the relevant environmental and cultural heritage law while undertaking any work on behalf of TasNetworks (see [Appendix A](#) for guidance).

Environmental and cultural heritage law includes, but is not limited to legislation, regulations, environmental and planning approval conditions, regulator guidelines, permits, regulator codes of practice and TasNetworks agreements with regulatory authorities. It also includes executing works in such a manner as to comply with any statutory duties of care that apply to the work to be performed (e.g. the General Biosecurity Duty).

The contractor must immediately notify TasNetworks if it is unable to meet any legal requirements while performing work on behalf of TasNetworks.

A contractor's failure to comply with environmental laws shall, in most circumstances, breach any contract with TasNetworks.

4.2.1 Environmental and cultural heritage regulatory approvals¹

Where TasNetworks is managing the delivery of a job or project, and a contractor is engaged only to perform a discrete component of the overall works (for example, excavation for pole holes or vegetation clearing), TasNetworks will obtain and hold all environmental and cultural heritage approvals required for the relevant works.

Where a contractor is engaged to scope, plan and deliver the works on behalf of TasNetworks, TasNetworks will obtain and hold all environmental and cultural heritage approvals required for the relevant works on the contractor's behalf, unless the TasNetworks Environment & Sustainability (E&S) team has expressly authorised the contractor to obtain such approvals directly.

Contractors must comply with all applicable regulatory approvals relating to a job or project, including any conditions and controls imposed by the relevant regulatory authority or TasNetworks, and must provide evidence of compliance upon request.

4.3 Cultural heritage protection

TasNetworks expects that all contractors will work to protect and preserve Tasmania's cultural heritage.

¹ Any approvals required under State and Federal law

In all instances (except for fault or emergency work) no work is to proceed until approval from Aboriginal Heritage Tasmania (AHT) is received for all ground disturbing work.² If TasNetworks has not provided authorisation from AHT, the contractor must complete checks for Aboriginal Heritage prior to performing any groundbreaking work. If AHT advises the contractor that a permit to impact Aboriginal Heritage is required, the contractor must refer that requirement to TasNetworks E&S team.

All contractors must comply with all legal requirements relating to the **unanticipated discovery** of Aboriginal Heritage while performing work on behalf of TasNetworks.

A contractor's failure to comply with cultural heritage laws shall, in most circumstances, breach any contract with TasNetworks.

5. Contractor HSE management system requirements

5.1 Health and safety management system

All contractors engaged by TasNetworks will develop, implement and maintain safe systems of work appropriate to the works for which they are engaged. All Class 1 and 2 contractors will develop, implement and maintain a Health and Safety Management System (HSMS) that aligns to ISO 45001. See **Appendix C** for guidance on safe systems of work and health and safety management system requirements.

All contractors will ensure they have effective processes in place to ensure communication, consultation and participation in the implementation, maintenance and improvement of their HSMS and safe systems of work.

5.2 Environmental management system (EMS) requirements

All contractors performing works that have the potential to affect the environment or cultural heritage, must maintain an environmental management system (EMS) which is appropriate to the works for which they have been engaged. Class 1 and Class 2 contractors must have a management system which aligns to ISO 14001. See **Appendix C** and **Appendix D** for guidance on environmental management system requirements.

A copy of the contractor's EMS must be made available for review by TasNetworks upon request.

² For the purpose of AHT approvals, fault and emergency works are defined as work which is required to be undertaken within 7 days of the fault being identified.

6. Compliance with this Standard

All contractors working on behalf of TasNetworks must meet or exceed the requirements of this Standard. This includes TasNetworks HSE policies and standards as well as some **prescribed procedures**.

Each contractor is expected to have (develop and maintain) their own work practices, work instructions or safe work method statements (SWMS) applicable to the tasks and risks associated with the agreed scope of work.

7. Contract HSE risk register

Contractors undertaking Class 1 or 2 in-field works must develop, implement and maintain a HSE risk register. This register must provide an overview of how risks associated with the hazardous energies detailed in Figure 1 below will be managed. The register must include all applicable environmental risks (e.g. land, air, water, noise, waste, flora, fauna, threatened species, weeds, cultural heritage).

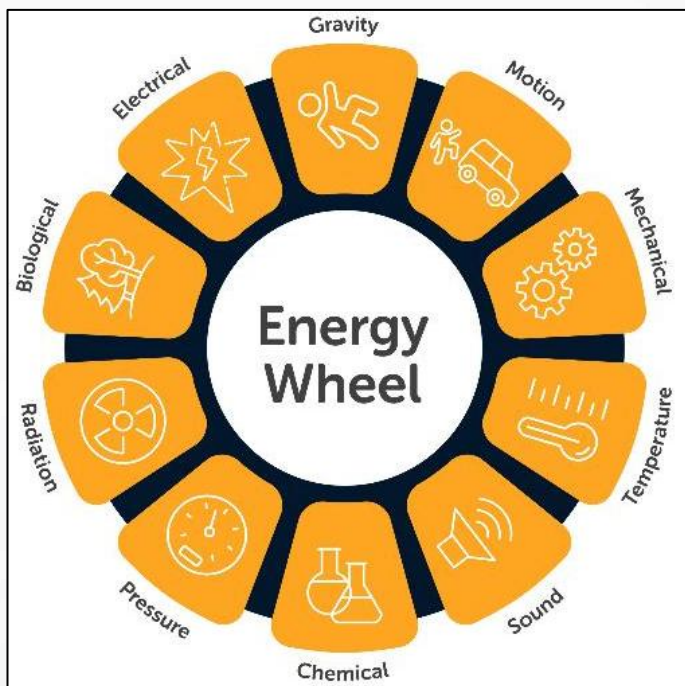


Figure 1. Energy Wheel showing major hazardous energies for the utilities industry

The contract HSE risk register must include risk assessment details, including methodology and risk matrix, proposed controls to reduce risk, and associated implementation responsibilities and timing.

No in-field works are to commence until the contract HSE risk register has been reviewed by TasNetworks. TasNetworks shall endeavour to comment on, and request changes to the contractor's HSE management system or HSE risk register if deficiencies are identified. However, TasNetworks is under no obligation to do so.

All applicable control measures specified in the contractors HSE risk register, must remain current and effective for the period of the engagement.

The contract HSE risk register must be provided at least 30 days prior to mobilisation.

8. Environmental risk assessments

All contractors must comply with the requirements in [TasNetworks Environmental Risk Management Standard](#). This includes:

- **Confirming** that a valid desktop environmental risk assessment has been completed and documented prior to commencing any in-field works.
- **Checking** that all controls specified on an environmental risk assessment, Environmental Management Plan (EMP) or Construction Environmental Management Plan (CEMP) can be implemented.
- **Ensuring** that all controls implemented remain effective for the duration of work.
- **Escalating** any issues associated with the controls specified to TasNetworks E&S team.
- **Stopping** work if unintended environmental harm is occurring.

Any deviations from the agreed scope of work for on ground works at any stage, requires an updated environmental risk assessment prior to recommencing work.

9. Use of sub-contractors

9.1 Health and safety requirements

Contractors who intend to use sub-contractors must develop, implement and maintain a sub-contractor management process that is risk based and ensures that their sub-contractors have health and safety standards in place which are consistent with the requirements of the primary contract and this standard.

9.2 Environmental requirements

Contractors must ensure that their sub-contractors comply with the primary contractor EMS and/or TasNetworks EMS requirements when sub-contractors are performing in-field work for any TasNetworks related work or projects.

This includes compliance with any job or project specific environmental management plan (e.g. an environmental risk assessment, EMP or CEMP) associated with the in-field works being performed by a sub-contractor.

Any non-conformances with environmental law by the sub-contractor may legally be the responsibility of the primary contractor.

Unless otherwise agreed with TasNetworks, the primary contractor shall be responsible for completing all environmental risk assessments, notwithstanding the works are being performed by a sub-contractor.

The primary contractor is expected to manage its sub-contractors to ensure they comply with all applicable environmental requirements and controls associated with works being performed for TasNetworks.

Sub- contractors must comply with all controls specified on an environmental risk assessment, environmental report, EMP or similar, unless otherwise agreed by TasNetworks E&S team.

10. HSE personnel

10.1 Health and safety personnel

All contractors engaged by TasNetworks must ensure that their personnel are adequately resourced to effectively implement, maintain and improve their Health and Safety Management System.

Roles and responsibilities for implementation of the contractors Health and Safety Management System and safe systems of work must be documented and clearly identified.

10.2 Environmental personnel

All contractors must ensure that they are adequately resourced to effectively implement, maintain and improve their EMS.

Roles and responsibilities for the implementation of the contractor's EMS must be documented and clearly identified.

The contractor must also have resourcing with sufficient experience and capability to achieve compliance with all applicable State and Federal environmental laws, in line with the level of risk posed by the work to be performed under any contract. This includes any environmental approval conditions associated with, or likely to be associated with, the engagement (e.g. management of contamination).

Wherever practicable all Class 1 and Class 2 contractors should nominate/identify a suitably qualified or experienced resource to support the implementation of their EMS prior to the period of engagement.

11. HSE inductions, training and accreditations

All contractors engaged by TasNetworks must be able to demonstrate, upon reasonable notice, an understanding of the roles, training requirements and resourcing required to fulfill the scope of works for their contract (e.g. a training needs analysis for all roles).

All contractors must maintain training and competency records for all persons (including sub-contractors) engaged to perform work for TasNetworks where an accreditation, qualification or licence is required. These records must be readily available for inspection by TasNetworks with reasonable notice.

Electricians, Line Workers and Cable Jointers must hold a current Tasmanian Electrical Practitioners Licence to perform and/or supervise electrical work in Tasmania.

12. HSE incident reporting and investigations

12.1 Health and safety incidents

All contractors engaged by TasNetworks must develop, implement and maintain an incident management procedure that addresses the following requirements:

- a) A risk-based approach to incident response, containment, notification, investigation and corrective actions.
- b) Requirements for notifying TasNetworks Health & Safety (H&S) team:
 - a. Verbal notification (in person or by phone) within one hour for serious incidents (defined in section 3).
 - b. Written notification of the incident within 48 hours (including details of the event known at that time).
- c) A process for identifying, managing and reporting notifiable incidents that is compliant with legal requirements.
- d) An investigation process which includes:
 - a. Incident investigation and the submission of a draft report to TasNetworks H&S team for comment within 14 days of the incident, or as otherwise agreed; and
 - b. The submission of a final investigation report to TasNetworks H&S team no later than 28 days after the incident, unless an extension of time has been granted in writing by a TasNetworks' representative.
- e) The obligation to communicate, consult and coordinate with TasNetworks regarding incidents that occur in association with the works for which they have been engaged.

12.2 Environmental incidents

The above incident management requirements also apply to environmental and cultural heritage incidents. In addition:

- a) Any contractor performing work on behalf of TasNetworks must immediately stop any work which they believe is likely to result in any unintended or unauthorised environmental impact (impact beyond the agreed scope of work) until:
 - a. controls to prevent or mitigate the impact are in place; and/or
 - b. a TasNetworks representative authorises the works to recommence.
- b) The contractor must comply with any directions given by TasNetworks, a land manager, or a regulatory authority in relation to the preservation of environmental or cultural heritage values, associated with any works undertaken for TasNetworks. This includes any stop-work directives given by TasNetworks representatives.
- c) The contractor must verbally notify TasNetworks E&S team (in person or by phone) of any potentially serious environmental incidents (defined in section 3) within one hour.

- d) Unless otherwise agreed, the contractor is responsible for investigating any environmental incidents caused while performing work on behalf of TasNetworks. The environmental incident investigation must be reviewed by and satisfy TasNetworks requirements before being finalised. TasNetworks may also conduct an investigation.
- e) The primary contractor is responsible for investigating any environmental incidents caused by a sub-contractor.
- f) TasNetworks E&S team will notify the applicable regulator of any reportable environmental incidents caused by the contractors while working on behalf of TasNetworks, unless otherwise agreed.

13. Emergency preparedness and response

Contractors engaged by TasNetworks must ensure compliant and effective emergency preparedness and response measures are in place for their operations associated with their scope of works.

The contractor must ensure that all personnel and sub-contractors have been trained in emergency/incident response and have access to all necessary equipment (e.g. spill kits) and training to minimise environmental and personal harm in the event of an incident or emergency.

Contractors will comply with all reasonable directions from the principal in the event of an emergency/incident.

14. HSE inspections and audits (assurance)

All contractors engaged by TasNetworks must develop, implement and maintain their own risk-based process for periodic inspections and audits of their HSE systems and documentation. A contractor's audit process should serve to evaluate and assess the effectiveness of the HSE management system and/or safe systems of work to ensure compliance, identify risks, improve efficiency, and maintain accountability.

Contractors must be prepared to:

- a) Communicate, consult and coordinate with TasNetworks regarding the continuous improvement of their inspection and audit processes.
- b) Provide high level reporting to TasNetworks, as reasonably requested, on the completion and outcomes of periodic inspections and audits and make relevant inspection and audit reports available on request.

- c) Provide reasonable access to sites and teams to facilitate periodic inspections and audits of the contractor's HSE systems by TasNetworks, consistent with the terms of the engagement contract and subject to TasNetworks giving appropriate notice.
- d) Rectify any non-compliance within agreed timeframes.

15. HSE performance reporting

All contractors engaged by TasNetworks must develop and maintain HSE performance reporting at a frequency suited to the size and complexity of the business and the projects being undertaken. For Class 1 and 2 contractors, HSE performance monitoring must be undertaken on a monthly basis and include the following:

- Demonstrable leadership commitment to safety and environment.
- How the business is influencing a proactive reporting culture.
- How the business is eliminating or minimising incidents which result in injury/illness, environmental impact or property damage.
- How quality services are provided to ensure continual improvement.

The specific key performance measures for the above objectives will be agreed upon in consultation with the contractor and with reference to their HSE systems and stated objectives.

15.1 Environmental Key Performance Indicators (KPIs)

All TasNetworks Class 1 and Class 2 contractors must report on the mandatory environmental KPIs as listed in Appendix F, or as otherwise stated in their contract, and must provide at least two additional lead indicators to measure environmental performance.

16. Environmental remediation and restoration

TasNetworks shall hold a contractor directly liable for any costs associated with the clean-up, remediation or rehabilitation of any environmental impact caused by the contractor, whether in whole or part, while performing any works under a contract. This includes any spills caused while handling or transporting any hazardous or controlled materials or assets which contain hazardous or controlled materials.

The remediation and rehabilitation of an affected area must be to the satisfaction of TasNetworks E&S Team. Remediation will include the implementation of all reasonable measures necessary to minimise any further impact or recurrence of the incident and TasNetworks shall pursue such costs under contract and at law.

17. Land access (environment and biosecurity)

All contractors must make all reasonably practical efforts to notify the land manager, or landowner, prior to undertaking any contractual works in a public or private reserve area.

The contractor must adhere with any site-specific requirements which relate to any known environmental or heritage values, or risks, identified by the landowner/land manager on-site, unless otherwise authorised by TasNetworks.

The contractor must comply with all reasonable and practicable biosecurity measures specified by the landowner, or land manager, when performing work on behalf of TasNetworks.

18. Greenhouse Gas (GHG) emissions reporting and abatement

TasNetworks strongly encourages all contractors to take action to reduce greenhouse gas emissions associated with any work performed on behalf of TasNetworks.

Depending on the scope and value of the contract, TasNetworks may request that the contractor provide a GHG emissions reductions target(s) with supporting GHG emissions reductions plan.

Upon request by TasNetworks, all contractors must provide all relevant GHG emissions data by, and any other necessary information required, to enable TasNetworks to meet its obligations under the Australian Government's Climate-related Financial Disclosures framework.

19. Sustainable procurement

Where applicable, the contractor should promote the use of environmentally sustainable materials and practices in its construction and maintenance activities to minimise the overall environmental footprint associated with any infrastructure projects being constructed on behalf of TasNetworks.

20. Biodiversity and habitat protection

All TasNetworks contractors are encouraged to adopt sustainability initiatives which help protect and enhance local biodiversity outcomes. Initiatives may include, protecting threatened species habitat, preserving areas of remnant native vegetation, supporting local community weed control works and planting of native vegetation.

21. Waste and resource recovery

TasNetworks strongly encourages all contractors to support a circular economy in Tasmania. Where practical and cost-effective, waste must be diverted from landfill (e.g. recycling, re-use).

Contractors are expected to minimise the use of new resources by recovering and reusing serviceable materials. Where appropriate and fit-for-purpose, non-virgin materials and products should be used in place of virgin alternatives.

TasNetworks encourages all applicable contractors to set, and report on, waste diverted from landfill targets. All contractors managing or disposing of waste on behalf of TasNetworks must report on all waste data and waste streams as per TasNetworks [Waste Management Standard](#). This includes a record of all clean fill³ disposed of on private land. Where clean fill is disposed of on private land, the contractor must arrange for the customer to complete and sign the TasNetworks Clean Fill Indemnity Form (Appendix B of the TasNetworks [Waste Management Standard](#)).

Contractors must not engage in the illegal dumping of waste or litter under any circumstances.

³ As defined by EPA (2026) Approved Management Method for the disposal of Clean Fill Type 1 and Type 2

Appendix A – External compliance obligations

Type	Title
Legislation	Aboriginal Heritage Act 1975
Legislation	Aboriginal and Torres Strait Islander Heritage Protection Act 1984
Legislation	Agricultural and Veterinary Chemicals (Control of Use) Act 1995
Legislation	Animal Welfare Act 1993
Legislation	Biosecurity Act 2019
Legislation	Crown Lands Act 1976
Legislation	Dangerous Goods (Road and Rail Transport) Act 2010
Legislation	Electrical Industry Safety and Administration Act 1997
Legislation	Electricity Supply Industry Act 1995
Legislation	Electricity Wayleaves and Easements Act 2000
Legislation	Environmental Management and Pollution Control Act 1994
Legislation	Environment Protection and Biodiversity Conservation Act 1999
Legislation	Forest Practices Act 1985
Legislation	Historic Cultural Heritage Act 1995
Legislation	Land Use Planning and Approvals Act 1993
Legislation	Litter Act 2007
Legislation	Mineral Resources Development Act 1995
Legislation	Major Infrastructure Development Approvals Act 1999
Legislation	National Environment Protection Council Act 1995
Legislation	National Parks and Reserves Management Act 2002

Type	Title
Legislation	Nature Conservation Act 2002
Legislation	Occupational Licensing Act 2005
Legislation	State Policies and Projects Act 1993
Legislation	Threatened Species Protection Act 1995
Legislation	Waste and Resource Recovery Act 2022
Legislation	Water Management Act 1999
Legislation	Wellington Park Act 1993
Legislation	Work Health and Safety Act 2012
Legislation	Workers Rehabilitation and Compensation Act 1988
Regulation	Biosecurity Regulations 2022
Regulation	Dangerous Goods (Road and Rail Transport) Regulations 2021
Regulation	Environmental Management and Pollution Control (Noise) Regulations
Regulation	Environmental Management and Pollution Control (Underground Petroleum Storage Systems) Regulations 2020
Regulation	Environmental Management and Pollution Control (Waste Management) Regulations 2020
Regulation	Electricity Supply Industry Regulations 2018
Regulation	Forest Practices Regulations 2017
Regulation	Nature Conservation (Wildlife) Regulations 2021
Regulation	Occupational Licensing (Electrical Work) Regulations 2018
Regulation	Work Health and Safety Regulations 2022
Regulation	Workers Rehabilitation and Compensation Regulations 2021
Policy	Environment Protection Policy (Air Quality) 2004
Policy	Environment Protection Policy (Noise) 2009
Policy	State Policy on Water Quality Management 1997

Type	Title
Code of Practice	Code of Practice for Ground Spraying
Code of Practice	Forest Practices Code 2020
Code of Practice	Tasmanian Electricity Code – Chapter 8A
Code of Practice	Code of Practice for Spraying in Public Places
Code of Practice	Code of Practice of Aerial Spraying
Code of Practice	WorkSafe Tasmania Codes of Practice
TasNetworks agreement	Forest Practices Act Exemption – Distribution
TasNetworks agreement	Forest Practices Act Exemption – Transmission
TasNetworks agreement	Parks and Wildlife Service Memorandum of Understanding – Distribution
TasNetworks agreement	Parks and Wildlife Service Memorandum of Understanding – Transmission
TasNetworks agreement	Public Authority Management Agreement for Threatened Species
External Standard	AS/NZS 3012:2019 Electrical Installations – Construction and Demolition Sites
External Standard	AS/NZS 3000:2018 Electrical Installations (known as the Australian/New Zealand wiring rules)
External Standard	ISO 45001:2018 Occupational Health and Safety Management Systems – Requirements and Guidance for Use
External Standard	ISO 45003:2021 Occupational Health and Safety Management Systems – Psychological Health and Safety at Work
External Standard	AS 7000:2016 Overhead Line Design
External Standard	AS 4970-2009 Protection of trees on development sites
Guideline	ENA Doc 031-2011 Guideline for Earthing of Mobile Plant
Guideline	ENA Doc 023-2009 Guideline for Safe Vegetation Management Work Near OH Lines
Guideline	ENA Doc 044-2020 Guidelines for Low Voltage Energised Work

Type	Title
Guideline	ENA Doc 001-2019 National Electricity Network Safety Code
Guideline	ENA Doc 003-2021 National Guidelines for Safe Access to Electrical and Mechanical Apparatus
Guideline	ENA NENS 04-2006 National Guidelines for Safe Approach Distances to Electrical and Mechanical Apparatus
Guideline	ENA NENS 09-2014 PPE Guidelines for Arc Flash Protection
Guideline	EPA (2018) Information Bulletin 105 Classification and management of Contaminated Soil for Disposal
Guideline	EPA (2012) Information Bulletin 101 Notification of Contaminated Sites
Guideline	EPA (2026) Approved Management Method for the disposal of Clean Fill Type 1 and Type 2
Guideline	EPA (2021) Environmental Guidelines for Stockpiling Waste
Guideline	EPA (2015) Bunding and Spill Management Guidelines
Guideline	EPA (2022) Controlled Waste Transport Spill Management Plan Guide
Guideline	FPA Fauna Technical Notes
Guideline	Guidelines for terrestrial Natural Values Surveys related to Development Proposals
Guideline	Matters of National Environmental Significance – Significant Impact Guidelines
Guideline	NRE’s guidelines for the safe and effective use of herbicide near waterways
Guideline	NRE (2015) Weed and Disease Planning & Hygiene Guidelines
Guideline	NRE (2010) Keeping It Clean – A Tasmanian field hygiene manual to prevent the spread of freshwater pests and pathogens
Guideline	Tasmanian Wash-down Guidelines for Weed and Disease Control

Appendix B – TasNetworks HSE management system requirements

Document type	Document number	Document title with rec link
Other	R0000499811	TasNetworks Risk Appetite Statement
Framework	R0000909655	TasNetworks Risk Management Framework
Policy	R0001905184	TasNetworks Environment and Sustainability Policy
Register	R0001599490	Environment and Sustainability Risk Register
Standard	R0002849257	Wildlife Interactions Standard
Standard	R0002091338	Biosecurity Standard
Standard	R0001984493	Environmental Standard for Vegetation Management and Clearing
Standard	R0001984493	Environmental Risk Management Standard
Standard	R0003230214	Erosion and Sediment Control Standard
Standard	R0002403289	Contaminated Land Standard
Standard	R0002438322	Spill Response Standard
Standard	R0002883762	Waste Management Standard
Standard	R0003222367	Mental Health and Psychosocial Safety Standard
Procedure	R0002403267	Unanticipated Contaminations Finds Procedure

Appendix C – Contractor HSE management system requirements

A health and safety management system (HSMS) aligning to ISO 45001 and an environmental management system (EMS) aligning to ISO 14001 will address at a minimum the following criteria:

Criteria	Descriptor
Scope	The HSMS/EMS scope is clearly defined and relevant to the work being conducted.
Policy	Organisational commitment to effective workplace health and safety, and environment and heritage, measures.
Consultation and participation	Includes processes for ensuring communication, consultation and participation by those directly impacted in the implementation and improvement of the HSMS/EMS.
Training, competency and licensing	Includes processes for ensuring training, competency and licensing requirements for team members and that they are understood, delivered and maintained.
Hazard identification and risk management	Includes processes for hazard identification, risk assessment, risk control in the design, planning, scheduling and execution of works. This includes outlining the approach to high-risk work.
Specific hazard management	<p>The HSMS outlines the organisations approach to managing the following hazardous energies, with consideration of risk exposure: Electrical, Gravity, Motion, Mechanical, Temperature, Sound, Chemical, Pressure, Radiation, Biological, Psychosocial Hazards, Fatigue, Ergonomics and Hazardous Manual Tasks.</p> <p>The EMS includes all the applicable operational control documentation applicable to the type of work to be undertaken. Refer to Appendix D for guidance.</p>
Management of change	Includes processes for ensuring HSE risks are identified and addressed during change.
Procurement measures	Includes the consideration of health and safety risks when conducting procurement activities.

Contractor management	Includes processes to ensure health and safety risks, and environmental and heritage risks are appropriately addressed in the engagement and management of contractors.
HSE objectives	Current HSE objectives that support continuous improvement have been identified and documented with a clear, resourced plan in place to support achievement (e.g. HSE Improvement Plan).
Performance evaluation	Processes are established, implemented and maintained for monitoring, measurement, analysis and performance evaluation of the HSMS/EMS and associated measures.
Auditing and inspections	Includes a risk-based approach to auditing and inspections that verifies the effectiveness of existing controls.
Periodic review	Includes commitment to periodic review of the HSMS/EMS to ensure relevance and effectiveness.
Senior leadership commitment	Includes in field verification of HSMS/EMS application by senior leadership and demonstrated leadership commitment to safety (e.g. leadership interactions).
Continuous improvement	Includes commitment to continuous improvement of the HSMS/EMS and associated safe systems of work.
Incident management	Provides a process for responding to and learning from incidents.

Appendix D – Expected contractor EMS operational control documents by work type

EMS operational control documentation	Applicable legislation	Construction works	Civil works	Vegetation management and clearing	All other on-ground works
Environmental risk register (including cultural heritage)	<i>All environmental law</i>	✓	✓	✓	✓
Biosecurity management and hygiene	<i>Biosecurity Act 2019</i>	✓	✓	✓	✓
Threatened and protected animal (fauna) management	<i>Threatened Species Protection Act 2019</i> <i>Environment Protection and Biodiversity Conservation Act 1999</i> <i>Nature Conservation (Wildlife) Regulations 2021</i>	✓	✓	✓	Where applicable
Threatened plant (flora) species management	<i>Threatened Species Protection Act 2019</i> <i>Environment Protection and Biodiversity Conservation Act 1999</i>	✓	✓	✓	Where applicable

EMS operational control documentation	Applicable legislation	Construction works	Civil works	Vegetation management and clearing	All other on-ground works
Threatened animal habitat management (includes dens, nests, potential breeding disturbance, and clearing of significant habitat)	<i>Threatened Species Protection Act 2019</i> <i>Environment Protection and Biodiversity Conservation Act 1999</i> <i>Nature Conservation (Wildlife) Regulations 2021</i>	✓	✓	✓	Where applicable
Soil, erosion and sedimentation management (includes acid sulfate soils)	<i>Environment Management and Pollution Control Act 1995</i>	✓	✓	✓	Where applicable
Contaminated land management	<i>Environment Management and Pollution Control Act 1995</i>	✓	✓	N/A	Where applicable
Noise and air pollution management	<i>Environment Management and Pollution Control Act 1995</i>	✓	✓	✓	Where applicable
Spill management	<i>Environment Management and Pollution Control Act 1995</i>	✓	✓	✓	Where applicable

EMS operational control documentation	Applicable legislation	Construction works	Civil works	Vegetation management and clearing	All other on-ground works
Management of work in protected areas	<i>National Parks and Reserve Management Act 2002</i> <i>Nature Conservation Act 2002</i>	✓	✓	✓	Where applicable
Aboriginal heritage identification and management	<i>Aboriginal Heritage Act 1975</i>	✓	✓	✓	Where applicable
Historic heritage management	<i>Historic Cultural Heritage Act 1995</i>	✓	✓	✓	Where applicable
Waste management (excluding controlled and hazardous waste)	N/A	Preferred	Preferred	Preferred	Preferred
Controlled and hazardous waste management	<i>Environment Management and Pollution Control Act 1995</i>	✓	✓	N/A	Where applicable

Appendix E – Summary of specific environmental requirements

Environmental consideration	Applicable Legislation	Applicable TasNetworks management system documents	Summary of TasNetworks key environmental requirements
Environmental risk management	<i>All</i>	Environmental Risk Management Standard	<ul style="list-style-type: none"> Planned work must not proceed without a valid environmental risk assessment being completed and documented. A copy of all the applicable environmental documentation associated with a job or project, including a valid environmental risk assessment, must be kept on-site at all times. All personnel must be made aware of any environmental and cultural heritage risks prior to work commencing and, the controls specified to manage the risk posed. All environmental control measures specified for the job or project must remain effective for the duration of work. If the specified controls cannot be implemented effectively, or become ineffective during work, all work must cease until the required controls can be re-instated.
Biosecurity management and hygiene	<i>Biosecurity Act 2019</i>	Biosecurity Standard	<ul style="list-style-type: none"> The contractor must take all reasonable and practicable measures to prevent the spread of weeds pest and disease during operational work (arrive clean, leave clean). Additional biosecurity hygiene measures must be taken to prevent the introduction of weeds, pests and disease into high-value areas (public and private reserve areas, farmland and phytophthora management areas).

Environmental consideration	Applicable Legislation	Applicable TasNetworks management system documents	Summary of TasNetworks key environmental requirements
			<ul style="list-style-type: none"> • All contractors performing operational work must have and maintain a biosecurity hygiene work practice (or similar). • All contractor personnel performing in-field works must be provided with adequate training and awareness to manage biosecurity risk. • Class 1 and class 2 contractors must provide access to adequate vehicle and equipment wash-down facilities (e.g. high-pressure washers) for their personnel. All other contractors must arrange access to suitable vehicle wash-down facilities. • Use of >10m³ of any quarry material requires weed and disease-free certification.
Threatened and protected animal management	<i>Threatened Species Protection Act 2019, Environment Protection and Biodiversity Conservation Act 1999, Nature Conservation (Wildlife) Regulations</i>	Wildlife Interactions Standard	<ul style="list-style-type: none"> • Any suspected interactions between powerlines and a threatened animal species must be reported to TasNetworks within one hour. • Bird mitigation measures must be specified and installed as per section 13.3 of TasNetworks Design Standard for all applicable work (e.g. re-poles, new network).
Threatened plant species management	<i>Threatened Species Protection Act 2019, Environment Protection and Biodiversity Conservation Act 1999</i>	Environmental Standard for Vegetation Management and Clearing work	<ul style="list-style-type: none"> • A valid environmental risk assessment must be completed prior to undertaking any work that will directly impact vegetation. • Wherever practical, impact to threatened plant species must be avoided. • Threatened plant species must not be taken without regulatory approvals.

Environmental consideration	Applicable Legislation	Applicable TasNetworks management system documents	Summary of TasNetworks key environmental requirements
Threatened animal habitat management incl. breeding	<i>Threatened Species Protection Act 2019, Environment Protection and Biodiversity Conservation Act 1999, Nature Conservation (Wildlife) Regulations</i>	Environmental Standard for Vegetation Management and Clearing work	<ul style="list-style-type: none"> All work must comply with any prescribed buffers around threatened species breeding sites during defined breeding periods. No clearing or conversion of significant habitat for any threatened species without authorisation from TasNetworks. Streamside reserves must be retained as per sections C7 and D2 of the <i>Forest Practices Code 2020</i>. Always minimise impacts to native vegetation, particularly mature eucalyptus >50cm Diameter at Breast Height (DBH).
Soil, erosion and sedimentation management (incl. acid sulfate soils)	<i>Environment Management and Pollution Control Act 1995</i>	Erosion and Sediment Control Standard	<ul style="list-style-type: none"> Appropriate sediment and erosion control measures must be implemented during ground disturbing works. An acid sulfate soil management plan is required for work involving the excavation of more than 100m³ of potential acid sulphate soils (PASS). All permanent and temporary access tracks must meet the drainage requirements of the <i>Forest Practices Code 2020</i>.
Contaminated soil management and disposal	<i>Environment Management and Pollution Control Act 1995</i>	Contaminated Land Standard	<ul style="list-style-type: none"> The risk of intercepting or mobilising any potentially contaminated land must be assessed for any groundbreaking work greater than 1m³ in accordance with TasNetworks Contaminated Land Standard. The classification and disposal of any potential contaminated materials must be undertaken in accordance with the EPA <i>Information Bulletin No.105, Classification and Management of Contaminated Soil for Disposal (IB105)</i>.
Dust generation and noise and air pollution	<i>Environment Management and Pollution Control Act 1995</i>	Environmental Handbook	<ul style="list-style-type: none"> All contractors must make all reasonable and practical efforts to prevent any unnecessary dust generation, noise and air pollution during any construction works performed on behalf of TasNetworks. Except for emergency or fault work, all work involving the use of mobile plant must comply with the EPAs permissible hours of use.

Environmental consideration	Applicable Legislation	Applicable TasNetworks management system documents	Summary of TasNetworks key environmental requirements
Hydrocarbon and hazardous substances spill management	<i>Environment Management and Pollution Control Act 1995</i>	<u>Spill Response Standard</u>	<ul style="list-style-type: none"> Any contractors handling or transporting hydrocarbons, or hazardous substances, must develop and maintain a spill management plan. This includes the provision of adequate spill kits. Any uncontained spills of hydrocarbons from TasNetworks assets, must be reported to TasNetworks within one hour. Any uncontained contractor hydrocarbon or hazardous substances spills must be reported to TasNetworks as part of HSE reporting. All oil filled assets that are not in-service must be stored within a bunded area unless otherwise approved.
Work in protected areas	<i>National Parks and Reserve Management Act 2002, Nature Conservation Act 2002</i>	<u>Environmental Risk Management Standard</u>	<ul style="list-style-type: none"> Contractors must provide the relevant managing authority, for the protected area, with at least two weeks' notice prior to undertaking any maintenance work within existing easements. No construction of new assets is to occur in public or private reserves without authorisation from the land manager or TasNetworks. Additional biosecurity hygiene measures are required when working in protected areas (arrive clean).
Aboriginal Heritage identification and management	<i>Aboriginal Heritage Act 1975</i>	<u>Environmental Risk Management Standard</u>	<ul style="list-style-type: none"> Approvals from Aboriginal Heritage Tasmania must be provided prior to commencing any ground disturbing work. A copy of the Unanticipated Discovery Plan must be kept on site during all ground disturbing works. Work must cease immediately if a suspected Aboriginal heritage object or site is uncovered during works.
Historic cultural heritage management	<i>Historic Cultural Heritage Act 1995</i>	<u>Environmental Risk Management Standard</u>	<ul style="list-style-type: none"> Any minor works within a registered historic heritage site requires a valid exemption or approvals prior to work commencing.

Environmental consideration	Applicable Legislation	Applicable TasNetworks management system documents	Summary of TasNetworks key environmental requirements
Waste management (excluding controlled and hazardous waste)	N/A	Waste Management Standard	<ul style="list-style-type: none"> • All contractors should aim to avoid the disposal of waste to landfill. • The use of recycled products is preferred, so long as they meet TasNetworks requirements. • All contractors must report the mass of any waste disposed on behalf of TasNetworks. This includes waste disposed to landfill or sent to a third party for recycling/recovery. Refer to TasNetworks Waste Management Standard.
Controlled and hazardous waste management and transportation	<i>Environment Management and Pollution Control Act 1995</i>	Waste Management Standard	<ul style="list-style-type: none"> • Unless otherwise agreed, the contractor is responsible for the proper management, handling, storage and disposal of waste generated while performing any work on behalf of TasNetworks. • All waste transportation, storage and disposal activities shall comply with relevant environmental law relating to the management of hazardous and controlled waste, including any applicable regulations and permit conditions. • The type and volume and/or mass of all controlled or hazardous waste collected, generated or disposed of while performing work for TasNetworks, must be reported to TasNetworks where that waste is not otherwise returned to a TasNetworks operational facility. • The contractor must provide disposal certificates, and any other associated disposal documentation of all waste disposed, to TasNetworks upon request or in accordance with any applicable TasNetworks management system documentation.

Appendix F – Environmental KPIs and data reporting for class 1 and class 2 contractors

Contractor environmental KPIs	Type	Mandatory or non-mandatory	Lead or lag	KPI or data required?	Target	Definition
Contractor led KPIs (continuous improvement)	Environment	Preferred	Lead preferred	KPI	To be determined in discussion with contractor	Class 1 and 2 contractors must provide at least two environmental KPIs to be reported on a quarterly basis, which demonstrate a commitment to continuous improvement. TasNetworks preference is for KPIs that highlight continuous improvement of their EMS (e.g. environmental assurance activities and awareness training).
Regulator reportable environmental incidents	Compliance	Mandatory	Lag	KPI	Zero	Any environmental incidents which were reported to a local, State or Federal Government agency due to a breach of regulatory requirements by the contractor, while performing work on behalf of TasNetworks.
Environmental incidents reported to TasNetworks within one hour	Environment	Mandatory	Lag	KPI	100%	% of notifiable environmental incidents reported to TasNetworks within one hour. Refer to TasNetworks Incident Management Procedure for all notifiable environmental incidents.
Work completed under environmental or cultural heritage permits (number and type)	Compliance	Mandatory	Lag	Data	N/A	Number of jobs or projects completed under any environmental permits, or approvals, issued by any State or Federal regulatory agency (e.g. EPA, AHT, NRE Tas.) when performing works on behalf of TasNetworks. Where applicable summary must include details of how the contractor sought to avoid/manage the impact.

Contractor environmental KPIs	Type	Mandatory or non-mandatory	Lead or lag	KPI or data required?	Target	Definition
Compliance with TasNetworks environmental requirements (TasNetworks led environmental inspections)	Compliance	Mandatory	Lead	KPI	95%	No major non-conformances with TasNetworks environmental requirements during in-field works identified. Assessed via TasNetworks environmental inspection program.
Compliance with TasNetworks environmental requirements (contractor led environmental inspections)	Compliance	Mandatory	Lead	KPI	95%	No major non-conformances with TasNetworks environmental requirements during in-field works identified. Assessed via the contractor's environmental inspection program.
Environmental training and awareness	Continuous improvement	Preferred	Lead	Data	N/A	Number of environmental training or awareness sessions attended by contractor personnel.
GHG emissions and reductions	Sustainability	Preferred	Lag	Data or KPI	To be determined in discussion with contractor	Report and target setting approach to be determined.
Waste to landfill	Sustainability	Mandatory	Lag	Data	N/A	Mass (in tonnes) of waste disposed to landfill on behalf of TasNetworks. Report must include disposal of any controlled waste. Where practical, waste must be broken into categories as per TasNetworks Waste Management Standard.
Waste diverted from landfill	Sustainability	Preferred	Lag	Data or KPI	To be determined in discussion with contractor	Mass of waste diverted from landfill (%) excluding controlled wastes. This is to be calculated by dividing the mass of waste diverted from landfill by the total mass of waste disposed.
Soil disposed to land fill (tonnes) - clean fill only	Compliance	Mandatory	Lag	Data	N/A	Mass of clean fill (as defined by EPA) disposed to landfill (tonnes).
Soil re-used off site (tonnes) - clean fill only	Compliance	Mandatory	Lag	Data	N/A	Total mass of clean fill (as defined by EPA) disposed of off-site.



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Contractor HSE performance standard

Official